

# Academy of Management Review

## Volume 25

### AUTHOR INDEX

- Albert, Stuart, Blake E. Ashforth, and Jane E. Dutton.** Organizational Identity and Identification: Charting New Waters and Building New Bridges. (1): 13-17.
- Ashforth, Blake E.** See Albert, Stuart.
- Ashforth, Blake E., Glen E. Kreiner, and Mel Fugate.** All in a Day's Work: Boundaries and Micro Role Transitions. (3): 472-491.
- Barr, Pamela S.** See Glynn, Mary Ann.
- Barry, Bruce.** See Leana, Carrie R.
- Bhappu, Anita D.** The Japanese Family: An Institutional Logic for Japanese Corporate Networks and Japanese Management. (2): 409-415.
- Brandes, Pamela.** See Dharwadkar, Ravi.
- Brickson, Shelley.** The Impact of Identity Orientation on Individual and Organizational Outcomes in Demographically Diverse Settings. (1): 82-101.
- Brown, Andrew D., and Ken Starkey.** Organizational Identity and Learning: A Psychodynamic Perspective. (1): 102-120.
- Busenitz, Lowell W.** See Wright, Mike.
- Codling, Brian.** See Johnson, Gerry.
- Conlon, Donald E.** See Ross, William H.
- Corley, Kevin G.** See Gioia, Dennis A.
- Cuervo, Alvaro, and Belén Villalonga.** Explaining the Variance in the Performance Effects of Privatization. (3): 581-590.
- Dacin, M. Tina.** See Glynn, Mary Ann.
- Das, Shobha.** See McEvily, Susan K.
- Detert, James R., Roger G. Schroeder, and John J. Mauriel.** A Framework for Linking Culture and Improvement Initiatives in Organizations. (4): 850-863.
- Dharwadkar, Ravi, Gerard George, and Pamela Brandes.** Privatization in Emerging Economies: An Agency Theory Perspective. (3): 650-669.
- Dial, Jay.** See Wright, Mike.
- Doh, Jonathan P.** Entrepreneurial Privatization Strategies: Order of Entry and Local Partner Collaboration As Sources of Competitive Advantage. (3): 551-571.
- Dougherty, Deborah.** See Kilduff, Martin.
- Dutton, Jane E.** See Albert, Stuart.
- Earley, P. Christopher.** See Mosakowski, Elaine.
- Edelman, Lauren B.** See Fuller, Sally Riggs.
- Edwards, Jeffrey R., and Nancy P. Rothbard.** Mechanisms Linking Work and Family: Clarifying the Relationship Between Work and Family Constructs. (1): 178-199.
- Eisenhardt, Kathleen M.** Paradox, Spirals, Ambivalence: The New Language of Change and Pluralism. (4): 703-705.
- Fabian, Frances Hauge.** Keeping the Tension: Pressures to Keep the Controversy in the Management Discipline. (2): 350-371.
- Fisher, Susan Reynolds, and Margaret A. White.** Downsizing in a Learning Organization: Are There Hidden Costs? (1): 244-251.
- Floyd, Steven W., and Peter J. Lane.** Strategizing Throughout the Organization: Managing Role Conflict in Strategic Renewal. (1): 154-177.
- Foreman, Peter O.** See Pratt, Michael G.
- Fugate, Mel.** See Ashforth, Blake E.
- Fuller, Sally Riggs, Lauren B. Edelman, and Sharon F. Matusik.** Legal Readings: Employee Interpretation and Mobilization of Law. (1): 200-216.
- George, Gerard.** See Dharwadkar, Ravi.
- George, Gerard, and Ganesh N. Prabhu.** Developmental Financial Institutions As Catalysts of Entrepreneurship in Emerging Economies. (3): 620-629.
- Gioia, Dennis A., Majken Schultz, and Kevin G. Corley.** Organizational Identity, Image, and Adaptive Instability. (1): 63-81.
- Glynn, Mary Ann, Pamela S. Barr, and M. Tina Dacin.** Pluralism and the Problem of Variety. (4): 726-734.
- Gomez-Mejia, Luis R., Theresa M. Welbourne, and Robert M. Wiseman.** The Role of Risk Sharing and Risk Taking Under Gainsharing. (3): 492-507.
- Griffin, Ricky W.** See O'Leary-Kelly, Anne M.
- Guthrie, James P.** See Hollensbe, Elaine C.
- Gutierrez, Isabel.** See Zahra, Shaker A.
- Hitt, Michael A.** See Zahra, Shaker A.
- Hogg, Michael A., and Deborah J. Terry.** Social Identity and Self-Categorization Processes in Organizational Contexts. (1): 121-140.
- Hollensbe, Elaine C., and James P. Guthrie.** Group Pay-for-Performance Plans: The Role of Spontaneous Goal Setting. (4): 864-872.
- Hoskisson, Robert E.** See Wright, Mike.
- Huff, Anne Sigismund.** Presidential Address: Changes in Organizational Knowledge Production. (2): 288-293.
- Ireland, R. Duane.** See Zahra, Shaker A.
- Jeffries, Frank L., and Richard Reed.** Trust and Adaptation in Relational Contracting. (4): 873-882.
- Johnson, Gerry, Stuart Smith, and Brian Codling.** Microprocesses of Institutional Change in the Context of Privatization. (3): 572-580.
- Kilduff, Martin, and Deborah Dougherty.** Change and Development in a Pluralistic World: The View from the Classics. (4): 777-782.
- Kogut, Bruce.** See Spicer, Andrew.
- Kreiner, Glen E.** See Ashforth, Blake E.
- Kurland, Nancy B., and Lisa Hope Pelled.** Passing the Word: Toward a Model of Gossip and Power in the Workplace. (2): 428-438.
- Lane, Peter J.** See Floyd, Steven W.
- Lane, Vicki R.** See Scott, Susanne G.
- Leana, Carrie R., and Bruce Barry.** Stability and Change As Simultaneous Experiences in Organizational Life. (4): 753-759.
- Lewis, Marianne W.** Exploring Paradox: Toward a More Comprehensive Guide. (4): 760-776.
- Matusik, Sharon F.** See Fuller, Sally Riggs.
- Mauriel, John J.** See Detert, James R.
- McCabe, Kevin.** See McEvily, Susan K.
- McDermott, Gerald A.** See Spicer, Andrew.

- McEvily, Susan K., Shobha Das, and Kevin McCabe.** Avoiding Competence Substitution Through Knowledge Sharing. (2): 294-311.
- McKinley, William, and Andreas Georg Scherer.** Some Unanticipated Consequences of Organizational Restructuring. (4): 735-752.
- McKinley, William, Jun Zhao, and Kathleen Garrett Rust.** A Sociocognitive Interpretation of Organizational Downsizing. (1): 227-243.
- Milliken, Frances J.** See Morrison, Elizabeth Wolfe.
- Moore, Jo Ellen.** Why Is This Happening? A Causal Attribution Approach to Work Exhaustion Consequences. (2): 335-349.
- Morrison, Elizabeth Wolfe, and Frances J. Milliken.** Organizational Silence: A Barrier to Change and Development in a Pluralistic World. (4): 706-725.
- Mosakowski, Elaine, and P. Christopher Earley.** A Selective Review of Time Assumptions in Strategy Research. (4): 796-812.
- Newman, Karen L.** Organizational Transformation During Institutional Upheaval. (3): 602-619.
- O'Leary-Kelly, Anne M., Ramona L. Paetzold, and Ricky W. Griffin.** Sexual Harassment As Aggressive Behavior: An Actor-Based Perspective. (2): 372-388.
- Paetzold, Ramona L.** See O'Leary-Kelly, Anne M.
- Pelled, Lisa Hope.** See Kurland, Nancy B.
- Piderit, Sandy Kristin.** Rethinking Resistance and Recognizing Ambivalence: A Multidimensional View of Attitudes Toward an Organizational Change. (4): 783-794.
- Prabhu, Ganesh N.** See George, Gerard.
- Pratt, Michael G., and Peter O. Foreman.** Classifying Managerial Responses to Multiple Organizational Identities. (1): 18-42.
- Ramamurti, Ravi.** A Multilevel Model of Privatization in Emerging Economies. (3): 525-550.
- Rangan, Subramanian.** The Problem of Search and Deliberation in Economic Action: When Social Networks Really Matter. (4): 813-828.
- Reed, Richard.** See Jeffries, Frank L.
- Ross, William H., and Donald E. Conlon.** Hybrid Forms of Third-Party Dispute Resolution: Theoretical Implications of Combining Mediation and Arbitration. (2): 416-427.
- Rothbard, Nancy P.** See Edwards, Jeffrey R.
- Rust, Kathleen Garrett.** See McKinley, William.
- Scherer, Andreas Georg.** See McKinley, William.
- Schilling, Melissa A.** Toward a General Modular Systems Theory and Its Application to Interfirm Product Modularity. (2): 312-334.
- Schroeder, Roger G.** See Detert, James R.
- Schultz, Majken.** See Gioia, Dennis A.
- Scott, Susanne G., and Vicki R. Lane.** A Stakeholder Approach to Organizational Identity. (1): 43-62.
- Shane, Scott, and S. Venkataraman.** The Promise of Entrepreneurship As a Field of Research. (1): 217-226.
- Sheremata, Willow A.** Centrifugal and Centripetal Forces in Radical New Product Development Under Time Pressure. (2): 389-408.
- Smith, Stuart.** See Johnson, Gerry.
- Sommer, Steven M.** See Sully de Luque, Mary F.
- Spicer, Andrew, Gerald A. McDermott, and Bruce Kogut.** Entrepreneurship and Privatization in Central Europe: The Tenuous Balance Between Destruction and Creation. (3): 630-649.
- Starkey, Ken.** See Brown, Andrew D.
- Sully de Luque, Mary F., and Steven M. Sommer.** The Impact of Culture on Feedback-Seeking Behavior: An Integrated Model and Propositions. (4): 829-849.
- Terry, Deborah J.** See Hogg, Michael A.
- Venkataraman, S.** See Shane, Scott.
- Villalonga, Belén.** See Cuervo, Alvaro.
- Welbourne, Theresa M.** See Gomez-Mejia, Luis R.
- White, Margaret A.** See Fisher, Susan Reynolds.
- Wiseman, Robert M.** See Gomez-Mejia, Luis R.
- Wright, Mike, Robert E. Hoskisson, Lowell W. Busenitz, and Jay Dial.** Entrepreneurial Growth Through Privatization: The Upside of Management Buyouts. (3): 591-601.
- Zahra, Shaker A., R. Duane Ireland, Isabel Gutierrez, and Michael A. Hitt.** Privatization and Entrepreneurial Transformation: Emerging Issues and a Future Research Agenda. (3): 509-524.
- Zhao, Jun.** See McKinley, William.

## TITLE INDEX

- All in a Day's Work: Boundaries and Micro Role Transitions.** Blake E. Ashforth, Glen E. Kreiner, and Mel Fugate. (3): 472-491.
- Avoiding Competence Substitution Through Knowledge Sharing.** Susan K. McEvily, Shobha Das, and Kevin McCabe. (2): 294-311.
- Centrifugal and Centripetal Forces in Radical New Product Development Under Time Pressure.** Willow A. Sheremata. (2): 389-408.
- Change and Development in a Pluralistic World: The View from the Classics.** Martin Kilduff and Deborah Dougherty. (4): 777-782.
- Classifying Managerial Responses to Multiple Organizational Identities.** Michael G. Pratt and Peter O. Foreman. (1): 18-42.
- Developmental Financial Institutions As Catalysts of Entrepreneurship in Emerging Economies.** Gerard George and Ganesh N. Prabhu. (3): 620-629.
- Downsizing in a Learning Organization: Are There Hidden Costs?** Susan Reynolds Fisher and Margaret A. White. (1): 244-251.
- Entrepreneurial Growth Through Privatization: The Upside of Management Buyouts.** Mike Wright, Robert E. Hoskisson, Lowell W. Busenitz, and Jay Dial. (3): 591-601.
- Entrepreneurial Privatization Strategies: Order of Entry and Local Partner Collaboration As Sources of Competitive Advantage.** Jonathan P. Doh. (3): 551-571.
- Entrepreneurship and Privatization in Central Europe: The Tenuous Balance Between Destruction and Creation.** Andrew Spicer, Gerald A. McDermott, and Bruce Kogut. (3): 630-649.
- Explaining the Variance in the Performance Effects of Privatization.** Alvaro Cuervo and Belén Villalonga. (3): 581-590.
- Exploring Paradox: Toward a More Comprehensive Guide.** Marianne W. Lewis. (4): 760-776.

- A Framework for Linking Culture and Improvement Initiatives in Organizations.** James R. Detert, Roger G. Schroeder, and John J. Mauriel. (4): 850-863.
- Group Pay-for-Performance Plans: The Role of Spontaneous Goal Setting.** Elaine C. Hollensbe and James P. Guthrie. (4): 864-872.
- Hybrid Forms of Third-Party Dispute Resolution: Theoretical Implications of Combining Mediation and Arbitration.** William H. Ross and Donald E. Conlon. (2): 416-427.
- The Impact of Culture on Feedback-Seeking Behavior: An Integrated Model and Propositions.** Mary F. Sully de Luque and Steven M. Sommer. (4): 829-849.
- The Impact of Identity Orientation on Individual and Organizational Outcomes in Demographically Diverse Settings.** Shelley Brickson. (1): 82-101.
- The Japanese Family: An Institutional Logic for Japanese Corporate Networks and Japanese Management.** Anita D. Bhappu. (2): 409-415.
- Keeping the Tension: Pressures to Keep the Controversy in the Management Discipline.** Frances Hauge Fabian. (2): 350-371.
- Legal Readings: Employee Interpretation and Mobilization of Law.** Sally Riggs Fuller, Lauren B. Edelman, and Sharon F. Matusik. (1): 200-216.
- Mechanisms Linking Work and Family: Clarifying the Relationship Between Work and Family Constructs.** Jeffrey R. Edwards and Nancy P. Rothbard. (1): 178-199.
- Microprocesses of Institutional Change in the Context of Privatization.** Gerry Johnson, Stuart Smith, and Brian Codling. (3): 572-580.
- A Multilevel Model of Privatization in Emerging Economies.** Ravi Ramamurti. (3): 525-550.
- Organizational Identity and Identification: Charting New Waters and Building New Bridges.** Stuart Albert, Blake E. Ashforth, and Jane E. Dutton. (1): 13-17.
- Organizational Identity and Learning: A Psychodynamic Perspective.** Andrew D. Brown and Ken Starkey. (1): 102-120.
- Organizational Identity, Image, and Adaptive Instability.** Dennis A. Gioia, Majken Schultz, and Kevin G. Corley. (1): 63-81.
- Organizational Silence: A Barrier to Change and Development in a Pluralistic World.** Elizabeth Wolfe Morrison and Frances J. Milliken. (4): 706-725.
- Organizational Transformation During Institutional Upheaval.** Karen L. Newman. (3): 602-619.
- Paradox, Spirals, Ambivalence: The New Language of Change and Pluralism.** Kathleen M. Eisenhardt. (4): 703-705.
- Passing the Word: Toward a Model of Gossip and Power in the Workplace.** Nancy B. Kurland and Lisa Hope Pelled. (2): 428-438.
- Pluralism and the Problem of Variety.** Mary Ann Glynn, Pamela S. Barr, and M. Tina Dacin. (4): 726-734.
- Presidential Address: Changes in Organizational Knowledge Production.** Anne Sigismund Huff. (2): 288-293.
- Privatization and Entrepreneurial Transformation: Emerging Issues and a Future Research Agenda.** Shaker A. Zahra, R. Duane Ireland, Isabel Gutierrez, and Michael A. Hitt. (3): 509-524.
- Privatization in Emerging Economies: An Agency Theory Perspective.** Ravi Dharwadkar, Gerard George, and Pamela Brandes. (3): 650-669.
- The Problem of Search and Deliberation in Economic Action: When Social Networks Really Matter.** Subramanian Rangan. (4): 813-828.
- The Promise of Entrepreneurship As a Field of Research.** Scott Shane and S. Venkataraman. (1): 217-226.
- Rethinking Resistance and Recognizing Ambivalence: A Multidimensional View of Attitudes Toward an Organizational Change.** Sandy Kristin Piderit. (4): 783-794.
- The Role of Risk Sharing and Risk Taking Under Gainsharing.** Luis R. Gomez-Mejia, Theresa M. Welbourne, and Robert M. Wiseman. (3): 492-507.
- A Selective Review of Time Assumptions in Strategy Research.** Elaine Mosakowski and P. Christopher Earley. (4): 796-812.
- Sexual Harrassment As Aggressive Behavior: An Actor-Based Perspective.** Anne M. O'Leary-Kelly, Ramona L. Paetzold, and Ricky W. Griffin. (2): 372-388.
- Social Identity and Self-Categorization Processes in Organizational Contexts.** Michael A. Hogg and Deborah J. Terry. (1): 121-140.
- A Sociocognitive Interpretation of Organizational Downsizing.** William McKinley, Jun Zhao, and Kathleen Garrett Rust. (1): 227-243.
- Some Unanticipated Consequences of Organizational Restructuring.** William McKinley and Andreas Georg Scherer. (4): 735-752.
- Stability and Change As Simultaneous Experiences in Organizational Life.** Carrie R. Leana and Bruce Barry. (4): 753-759.
- A Stakeholder Approach to Organizational Identity.** Susanne G. Scott and Vicki R. Lane. (1): 43-62.
- Strategizing Throughout the Organization: Managing Role Conflict in Strategic Renewal.** Steven W. Floyd and Peter J. Lane. (1): 154-177.
- Toward a General Modular Systems Theory and Its Application to Interfirm Product Modularity.** Melissa A. Schilling. (2): 312-334.
- Trust and Adaptation in Relational Contracting.** Frank L. Jeffries and Richard Reed. (4): 873-882.
- Why Is This Happening? A Causal Attribution Approach to Work Exhaustion Consequences.** Jo Ellen Moore. (2): 335-349.

## SUBJECT INDEX

I am grateful to the authors for their efforts to make this a useful index. The numbers following the key words refer to the first page of the associated article in this year's *AMR*.

Lynn Harland

Absenteeism/withdrawal behaviors, 706, 783  
 Affect, attitudes, beliefs, values, 82, 178, 372, 416, 428, 696, 700, 783, 850, 873  
 Agency theory, 492, 525, 581, 650

Agency theory/free cash flow theory, 492, 509, 525, 581, 591, 620, 650  
 Anthropology, 409, 696, 697, 700  
 Attribution theory, 335, 372, 783

- Business and government, 525, 602, 620  
Business policy and strategy, 389, 551, 650, 726  
Change processes, 63, 102, 154, 227, 244, 350, 389, 409, 572, 581, 602, 735, 760, 777, 783, 796, 850  
Climate, 82, 706  
Cognition, perception, 18, 63, 82, 154, 178, 200, 227, 372, 428, 472, 591, 696, 726, 735, 753, 760, 783  
Communication and organizational culture, 18, 428, 703, 850  
Compensation/benefits procedures, 492, 864  
Competitive advantage, 294, 551, 620  
Conflict/change, 18, 63, 389, 409, 416, 581, 602, 703, 726, 735, 753, 760, 783, 850  
Conflict management, 18, 416  
Consequences of OD, 696, 697  
Contingency theory, 18, 777  
Control and reward systems, 82, 154, 509, 525, 581, 591, 650, 706, 735, 864  
Control theory, 154, 620  
Core competencies and competitive advantage, 154, 294, 312, 509, 551, 602, 620, 726, 753  
Corporate culture, 18, 102, 154, 244, 602, 850  
Corporate governance, 525, 620  
Corporate governance and strategy, 581, 591  
Corporate level, 581, 620  
Corporate-level strategy and structure, 18, 551, 581  
Critical theory, 350, 706, 783  
Cultural anthropology, 696, 700, 796  
Culture, 18, 102, 200, 409, 428, 509, 602, 726, 829, 850, 873  
Decision making, 492, 591, 726, 735, 753, 813, 873  
Embeddedness perspective, 630, 813  
Entrepreneurship, 217, 551, 591, 602  
Environment, 602, 700, 726, 735  
Environmental forces (social, political, economic, natural), 312, 409, 602, 630, 696, 700, 726  
Evaluation of organizational effectiveness, 389, 525, 572  
Exchange theory, 154, 509  
Executive succession and leadership, 509, 602  
Human capital theory, 244, 509  
Identity and identification, 13, 43  
Image theory, 63, 102  
Impression management, 43, 63, 372, 428, 829  
Impression management theory, 43, 63, 200, 372, 416, 428, 829  
Individual and group level, 18, 43, 102, 572, 706, 735  
Industrial/organizational theory, 82, 350, 416, 525, 551, 581, 850  
Industry-structure analysis, 551, 620  
Industry-structure economics, 525, 551, 581, 620  
Information, 294, 389, 813, 873  
Information processing, 63, 244, 389, 706, 813, 829  
Innovation, 154, 294, 312, 389, 509, 591, 602, 703, 726, 753, 760, 783, 850  
Institutional theory, 18, 200, 227, 409, 525, 572, 602, 630, 726, 753  
Intergroup relations, 18, 82, 416, 428  
International and comparative aspects, 525, 630  
International management, 509, 525, 551, 591, 602, 630, 650, 796, 813, 829  
International strategy, 509, 525, 551, 602, 620, 630  
International strategy and structure, 509, 525  
Interorganizational fields/networks, 200, 312, 409, 630, 813  
Interpretive perspective, 63, 350, 783  
Issues of diversity, 82, 121, 200, 706, 726  
Leadership, 389, 850  
Learned helplessness, 335, 372, 706  
Learning, 102, 294, 389, 509, 602, 760, 783  
Managing downsizing/decline/turnaround, 227, 244, 591, 602, 735  
Managing identity plurality or complexity, 18, 703, 726  
Managing strategic alliances (e.g., joint ventures), 509, 551, 873  
Mergers, acquisitions, divestitures, restructuring of various kinds, 18, 572, 602, 620, 735  
Motivation, commitment, 178, 696, 700, 783  
Naturalism or ecological theories, 697, 700, 726, 777  
Network theory, 244, 551, 630, 813  
Open systems theory, 525, 777  
Organization and industry level, 18, 43  
Organization and management theory, 389, 703, 726, 777  
Organizational behavior, 178, 777  
Organizational control and reward systems, 154, 389, 581, 735, 753, 864  
Organizational demography, 82, 706  
Organizational design and structure, 82, 200, 312, 389, 409, 509, 525, 602, 696, 697, 700, 735, 760  
Organizational development and change, 703, 753  
Organizational identity, 13, 18, 726  
Organizational/institutional economics, 525, 630  
Organizational learning, 102, 154, 244, 389, 509, 602, 706, 726, 760, 783  
Organizational processes, 650, 777  
Paradox, 703, 753, 760  
Performance (job, role, and/or extrarole, citizenship), 602, 864  
Person-environment fit theory, 696, 700, 829, 850  
Person-situation debate/person-environment fit, 696, 700, 850  
Personality/dispositions/traits, 696, 697, 700, 726, 753, 864  
Political and behavioral influences, 154, 350, 509, 581, 620, 726  
Population ecology theory, 726, 777  
Power/politics/control, 18, 227, 389, 416, 428, 509, 525, 581, 630, 696, 697, 726  
Privatization, 525, 572, 581, 591  
Procedural justice theory, 416, 753  
Process technologies, 312, 509  
Prospect theory, 416, 492  
Public sector management, 416, 581, 620  
Resource-based theory, 154, 244, 294, 312, 389, 509, 551  
Resource-based view of the firm, 154, 312, 551, 602, 697, 796  
Resource dependence theory, 389, 428, 602, 697  
Role of change agents, 18, 509, 581, 783  
Role stress theory, 178, 335, 372  
Satisfaction, 178, 335  
Schema theory, 82, 227, 572, 602  
Self-concepts/self-esteem, 43, 82, 102, 121, 178, 335, 472, 696, 697  
Social cognition, 63, 82, 121, 227, 372, 428, 472, 572, 591, 735  
Social construction of organizational phenomenon, 63, 350, 409, 777  
Social identity theory, 13, 18, 43, 63, 82, 102, 121, 372, 472, 572, 697  
Social information processing theory, 244, 572, 706, 829  
Social networks, 244, 409, 428, 509, 697, 700, 813  
Socialization, 82, 350  
Stakeholders and strategy, 18, 43, 509, 525, 551, 602, 620, 630  
Strategic alliances, 509, 551  
Strategic contingencies theory, 525, 602  
Strategic decision making, 18, 154, 591, 602  
Strategic issue management and interpretation, 18, 102, 602  
Strategic management process (including strategic change), 777, 796

- Strategic reward system, 350, 509  
Strategic vision/mission, 63, 602, 850  
Structural contingency theory, 350, 525, 753  
Structuration theory, 389, 572, 777  
Structure, 700, 726  
Superior/subordinate communications, 428, 706, 829  
Technology and innovation management, 389, 509  
Top management teams, 509, 581, 735, 777  
Training/development, 335, 602  
Trait theory, 696, 700  
Transaction cost theory, 312, 525, 813, 873  
Transaction costs, 312, 525, 753, 813, 873  
Transition/changes, 63, 509, 581, 591, 602, 703, 753, 777  
Trust, 753, 873  
Vertical/lateral/diagonal communications, 428, 850  
Women in management, 82, 372  
Workforce demographics/diversity, 82, 200, 372